

**EXHIBIT 91 TO
HARVEY DECLARATION
REDACTED VERSION
(PART 5 OF 5)**



Time Off

- **Vacation:**

1 st Year	4 th Year	6 th Year
15 days	20 days	25 days

- **Holidays:** 10 paid holidays per year
- **Sick time:** Days taken as necessary
- **Outings:** Company outings have included all-staff ski, and summer picnic
- **Maternity leave**
- **Parental Leave**

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Perks

- Recreational facility, including pools and aerobic classes
- Healthy breakfast, lunch and dinner
- Shuttle services
- Fuel-Efficient Vehicle Incentive Program
- Gift matching
- Purchasing discounts

Onsite Services

- Carwash and oil change
- Massage
- Dry cleaning
- Hair cuts
- Doctor
- Dentist

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Immigration – Visas

- H-1Bs
 - Technical positions and some others
 - Degree required
 - H-1B Cap for NEW H-1B petitions
 - Backfill possibilities
- TN (Canada and Mexico)
 - Technical positions
 - Degree required
- J-1 (Exchange)
 - For short-term stays of 18 months or less
 - 2 year foreign residency requirement
- Must be noted in offer workflow
- Notify Keith Wolfe upon candidate acceptance

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Relocation: In-Country

- Some work experience is required to receive relocation package
- Cost to Google is between \$15-30K
- Includes:
 - Area orientation and house hunting
 - Movement of goods and car
 - Temporary housing
 - Tax gross-up
 - No financial home sale or purchase assistance
 - \$3500 lump sum bonus (paid in first paycheck minus taxes)
- Must be noted in Offer Workflow including lump sum amount
- Notify Keith Wolfe upon candidate acceptance

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Relocation: International

- Some work experience is required
- Cost to Google is between \$20-40K
- Includes:
 - Area orientation and house hunting
 - Movement of goods
 - Temporary housing
 - Tax gross-up
 - No financial home sale or purchase assistance
 - \$5000 lump sum bonus (paid in first paycheck minus taxes)
- Must be noted in Offer Workflow including lump sum amount
- Notify Keith Wolfe upon candidate acceptance

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Welcome to Google!



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